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Implementation of and follow-up to major United Nations conferences and summits

Letter dated 12 March 2013 from the Permanent Representatives of Germany and Tunisia to the United Nations addressed to the Secretary-General

We are pleased to transmit herewith the resolution and conclusions of the International Labour Organization entitled "The youth employment crisis: a call for action", which was unanimously adopted at the 101st International Labour Conference in June 2012 (see annex). The resolution and conclusions reflect a wide consensus on the need for immediate, targeted and renewed action to tackle the youth employment crisis. The conclusions provide a portfolio of policy measures in five areas: macroeconomic policies, employability, labour market policies, youth entrepreneurship and rights. It underscores the need for balanced, coherent and complementary policy measures in order to effectively address the pressing challenges facing youth employment.

In recognition of the relevance of the resolution and conclusions to the work of the United Nations in the economic and social fields and overall policy coherence, we would be grateful if the present letter and its annex were issued as a document of the General Assembly, under agenda item 14, and of the Economic and Social Council at its substantive session of 2013.

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to the United Nations

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Annex to the letter dated 12 March 2013 from the Permanent Representatives of Germany and Tunisia to the United Nations addressed to the Secretary-General

The youth employment crisis: A call for action

Resolution and conclusions of the 101st Session of the International Labour Conference, Geneva, 2012

International Labour Office Geneva

Resolution

The youth employment crisis: A call for action

The General Conference of the International Labour Organization, meeting in Geneva at its 101st Session, 2012,

Having undertaken a general discussion on the basis of Report V, *The youth employment crisis: Time for action*,

Recognizing that in 2012 close to 75 million young people worldwide are out of work, of which many have never worked, with many more millions mired in low productivity and insecure jobs,

Recognizing that 4 million more youth are unemployed today than in 2007 and that more than 6 million have given up looking for a job,

Recognizing that this unprecedented situation can result in a long-lasting "scarring" effect on young people, particularly from disadvantaged backgrounds,

Recognizing that persistent youth unemployment and underemployment carry very high social and economic costs and threaten the fabric of our societies,

Affirming that generating sufficient decent jobs for youth is of highest global priority,

1. Resolves to take targeted and immediate action;

2. Adopts the following conclusions: "The youth employment crisis: A call for action" which supplement the conclusions concerning youth employment adopted by the Conference in 2005;

3. Invites the Governing Body of the International Labour Office to give due consideration to these conclusions in planning future work on youth employment and requests the Director-General to take them into account when preparing and implementing the programme and budget for future biennia and when allocating such other resources as may be available during the 2012–13 biennium;

4. Requests the Director-General of the International Labour Office to share these conclusions in relevant international forums; and

5. Requests the Director-General of the International Labour Office to take leadership in promoting this call for action.

Conclusions

The youth employment crisis: A call for action

1. Young people represent the promise of changing societies for the better. Yet, there are not enough jobs for young people. Millions are also not transitioning into decent work and are at the risk of social exclusion.

2. In 2012, close to 75 million young people worldwide are out of work, 4 million more are unemployed today than in 2007, and more than 6 million have given up looking for a job. More than 200 million young people are working but earning under US$2 a day. Informal employment amongst young people remains pervasive.

3. The youth employment crisis, considerably aggravated by the global economic and financial crisis, now requires governments, employers and workers to work even harder to promote, create and maintain decent and productive jobs.

4. Persistent youth unemployment and underemployment carry very high social and economic costs and threaten the fabric of our societies. Failure to generate sufficient decent jobs can result in long-lasting "scarring" effects on young people.

5. There is an urgent need to reverse the trend now. Unless immediate and vigorous action is taken, the global community confronts the grim legacy of a lost generation. Investing in youth is investing in the present and future of our societies. A great deal has been learned about how to address barriers young people face to transition into the labour market, but in many countries ineffective macroeconomic and other policies have not delivered enough jobs in general, and for youth in particular. Political commitment and innovative approaches are critical to improve the situation.

6. The youth employment crisis is a global challenge, though its social and economic characteristics vary considerably in size and nature, within and among countries and regions.

7. We therefore call on governments, social partners, the multilateral system, including the G20 and all relevant national, regional and international organizations, to take urgent and renewed action to address the crisis of youth employment. Nothing short of strong collective action and partnership at the national, regional and global levels will succeed in changing the dire situation of young people in labour markets for the better. We call on the ILO to take a leadership role in this call for action, to facilitate mutual learning at national, regional and global levels, and to mobilize partnerships for tackling the crisis.

8. In addressing the youth employment crisis, action should take account of the ILO Declaration of Philadelphia (1944), the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up (1998), the Decent Work Agenda (1999), the Global Employment Agenda (2003), the Conclusions concerning the promotion of sustainable enterprises (2007), the ILO Declaration on Social Justice for a Fair Globalization (2008), the Global Jobs Pact (2009), the ILC conclusions concerning the recurrent discussion on employment (2010), and the body of international labour standards relevant to work and young persons.

9. The 2005 ILC resolution concerning youth employment and its comprehensive set of conclusions provides a sound framework on which to build. A new call for action is made to tackle the new and severe youth employment crisis.

10. The 2009 Global Jobs Pact, comprising a portfolio of actions to respond to the crisis, calls for countries to enhance support to vulnerable women and men hit hard by the crisis, including youth at risk. The coordinated action and implementation of policies contained in the Global Jobs Pact helped to save millions of jobs.

11. The 2012 ILC general discussion reviewed the magnitude and characteristics of the youth employment crisis, exacerbated in many countries by the global economic and financial crisis. It considered in particular the high levels of unemployment and underemployment, the decline in the quality of jobs available for young people, the detachment from the labour market and slow and difficult transitions to decent work. It drew lessons from the implementation of the 2005 ILC resolution and assessed policy innovations in a range of areas. It also took note of the discussions at the Youth Employment Forum that gathered 100 young leaders in Geneva from 23 to 25 May 2012.

12. These 2012 ILC conclusions:

    (a) underscore a renewed commitment for stepping up the implementation of the 2005 ILC resolution;

    (b) call for urgent action in view of the new crisis situation; and

    (c) provide guidance on the way forward.

Guiding principles

13. There is no one-size-fits-all. There is a need to take a multi-pronged approach with measures to foster pro-employment growth and decent job creation through macroeconomic policies, employability, labour market policies, youth entrepreneurship and rights to tackle the social consequences of the crisis, while ensuring financial and fiscal sustainability.

14. Guiding principles include:

- Consideration of the diversity of country situations to develop a set of policy responses that are multi-pronged, coherent and context-specific.
- Full employment should be a key objective of macroeconomic policies.
- Effective policy coherence across economic, employment, education and training, and social protection policies is required.
- Promoting the involvement of the social partners in policy development through social dialogue.
- A well-balanced policy mix that encourages more employers to invest and generate new job opportunities for young people.
- Ensuring all programmes and policies respect the rights of young workers and are gender-sensitive.
- Addressing mismatches between available jobs and skills of youth which limit access to employment opportunities.
- Promoting youth entrepreneurship with the aim of encouraging the growth of sustainable enterprises, including cooperatives and social enterprises, in rural and urban areas.

- Innovative and multi-stakeholder partnerships engaging governments, social partners, educational institutions, communities and young people themselves.
- Models of engagement are not systematically replicable but there is great scope for exchange of experience to inspire context-specific and concrete actions.
- Effective monitoring, evaluation and reporting of policies and programmes to inform further action.
- Youth are part of the solution. Their voices should be heard, their creativity engaged, and their rights respected in dealing with the youth employment crisis.

Employment and economic policies for youth employment

15. To meet the tremendous jobs challenge deriving from the global economic and financial crisis requires mobilization of governments, employers and workers, the ILO and the global multilateral community. In response to this situation, it is essential to pursue strong and sustainable economic growth and development that stresses job creation and social inclusion.

16. A one-sided approach will not be effective. A holistic approach is needed in which both macro and microeconomic policies work in tandem to boost the employability of young people while ensuring that there are productive employment opportunities to absorb the skills and talents of young people.

17. Pro-employment macroeconomic policies that support stronger aggregate demand and improve access to finance are essential. The different economic situations of different countries will shape the policy mix adopted to meet the challenge.

18. Industrial and sectoral policies are important to facilitate structural transformation.

19. Private sector growth depends on business, investor and consumer confidence, and is crucial to job creation.

20. Labour-intensive public investment in large-scale infrastructure and public employment schemes can generate new decent employment opportunities while meeting social needs and improving infrastructure.

The way forward

21. Governments should give serious consideration, as appropriate, to:

(a) Implementing policies that promote full, productive and freely chosen employment, informed by the Employment Policy Convention, 1964 (No. 122).

(b) Promoting pro-employment macroeconomic policies and fiscal incentives that support stronger aggregate demand and increase productive investment that improves capacity for job creation and access to finance.

(c) Assigning the highest possible priority to youth employment in national and international development frameworks; developing, with the involvement of the social partners, integrated and time-bound national action plans for decent employment with measurable outcomes.

(d) Prioritizing job-generating growth policies which respond to the current economic context and promote long-term financial sustainability, while recognizing that policy responses to support growth should take into account the diverse realities of countries.

(e) Fiscally sustainable ways for targeted interventions for young people, such as countercyclical policies and demand-side interventions, public employment programmes, employment guarantee schemes, labour-intensive infrastructure, wage and training subsidies and other specific youth employment interventions. These programmes should ensure equal treatment for young workers.

(f) Anchoring a job-friendly development agenda in industrial and sectoral policies that can facilitate structural transformation, contribute to an environmentally-sustainable economy, and greater public and private investment in sectors that create decent jobs for young people.

(g) Promoting an enabling policy and regulatory environment to facilitate the transition to formal employment and decent jobs.

(h) Involving the social partners in policy decision-making through regular tripartite consultations.

(i) Establishing and strengthening monitoring and evaluation mechanisms to measure impact and improve policy instruments.

22. The social partners should give serious consideration, as appropriate, to:

(a) Engaging with governments in tripartite consultations on employment and economic policy.

(b) Engaging in sectoral and enterprise consultations to improve growth and promote strategies that are job-rich with particular regard to the needs of young people.

Employability – Education, training and skills, and the school-to-work transition

23. Access to basic education is a fundamental right. The 2005 ILC resolution recognized the importance of education, training and skills to enhance employability and ease the transition to decent jobs. This was reaffirmed in the 2012 general discussion. Education, training and lifelong learning foster a virtuous cycle of improved employability, higher productivity, income growth and development. Much has been done and much has been learned since 2005. However, there is more to do given that significant deficits remain in access to, and the quality of, education, training and skills as well as their relevance to labour market requirements. Skills and qualifications that do not meet labour market requirements and insufficient vacancies remain major constraints for the employability of young people.

24. The global economic and financial crisis exacerbated old problems and created new ones:

- In addition to the 130 million young people without basic reading, writing and numeracy skills, early school leavers represent an increasing segment of disadvantaged youth. For the first group, scaling-up social protection measures to help poor households manage risks without compromising on education proved efficient. Cash or food transfers can potentially play this role if integrated into a broader social protection strategy. For early school leavers, second-chance initiatives have been effective in reaching out to those young people who are neither in employment nor education or training. Experience suggests that these alternative training modalities are more successful when their delivery and curriculum are non-traditional and offered in informal or non-formal settings.

- Graduate unemployment emerged as a key challenge. In this context, better analysis and forecasting of labour market needs are required.

- The slow and insecure transition from school to work generates further difficulties for integration in the labour market as a result of lack of experience. In this context, internships, apprenticeships and other work-experience schemes have increased as ways to obtain decent work. However, such mechanisms can run the risk, in some cases, of being used as a way of obtaining cheap labour or replacing existing workers.

25. Finally, experience suggests that education and training measures that are responsive to the world of work result from strong partnerships between the government, in particular education and training authorities, and the social partners, including through social dialogue and collective bargaining.

The way forward

26. Governments should give serious consideration, as appropriate, to:

(a) Ensuring that quality basic education is freely available.

(b) Improving the links between education, training and the world of work through social dialogue on skills mismatch and standardization of qualifications in response to labour market needs, enhanced technical vocational education and training (TVET), including apprenticeships, other work-experience schemes and work-based learning.

(c) Developing skills strategies in support of sectoral policies that harness technologies and know-how and result in higher skills and better paying jobs.

(d) Improving the range and types of apprenticeships by: (i) complementing learning at the workplace with more structured institutional learning; (ii) upgrading the training skills of master craftspersons and trainers overseeing the apprenticeships; (iii) including literacy training and livelihood skills; and (iv) strengthening community involvement, especially to open more occupations for young women and other vulnerable groups of young people.

(e) Regulating and monitoring apprenticeship, internship and other work-experience schemes, including through certification, to ensure they allow for a real learning experience and not replace regular workers.

(f) Expanding the reach of formal education and training through distance-learning strategies that integrate print-based material, remote study and access centres, and face-to-face components.

(g) Improving mechanisms for early identification of potential early school leavers and support them to stay in school or access other employment, education or training opportunities.

(h) Supporting second-chance initiatives to facilitate the acquisition of basic knowledge and competencies both for those who leave school too early or never attended school and for the unemployed who want to resume their studies, with particular attention to young women and girls.

(i) Supporting the training of trainers which has emerged as one of the major needs in expanding the skills development system.

(j) Developing systems of recognition of prior learning, non-formal education and skills acquired on the job.

(k) Including job-search techniques in school curricula, strengthening career guidance and improving young people's access to information on career opportunities.

(l) Introducing, into a broader social protection strategy, appropriate social protection measures to help poor households manage risks without compromising on education for young people, while paying attention to the sustainable institutional and financial capacities for implementation.

(m) Promoting the development of training programmes and competency-based training that correspond to the requirements of national development strategies and labour markets.

(n) Establishing and strengthening monitoring and evaluation mechanisms to measure the impact and to improve policy instruments.

27. Social partners should give serious consideration, as appropriate, to:

(a) Contributing to the design, implementation and monitoring of education, training and lifelong learning policies and programmes with a view to improving their responsiveness to the world of work.

(b) Engaging in collective bargaining on terms and conditions of work of interns and apprentices.

(c) Encouraging enterprises to provide internship and apprenticeship places.

(d) Raising awareness about labour rights of young workers, interns and apprentices.

Labour market policies

28. Labour market policies can facilitate young people's entry and re-entry into the labour market. If well targeted, they benefit the most disadvantaged youth and can yield large economic and social benefits with greater equity, social inclusion and higher aggregate demand.

29. There are important linkages between labour market policies, active and passive, and minimum wage policies, in countries with minimum wages, and it is important that each be taken into account and be mutually supportive in encouraging work opportunities for young people.

30. Public Investment and Employment Programmes should, where appropriate, promote employment in general and especially youth employment, particularly in countries with low labour demand, creating employment across the range of skills and yielding significant multiplier effects for the economy. They can provide a labour standards floor and significantly enhance local productivity, market development, and social protection. They can contribute to a sustainable environment and to developing the much needed infrastructure and community works in many countries.

31. The delivery of labour market policies requires institutional capacity, both at the public and private levels. Early interventions, can help prevent long-term unemployment by targeting services and resources to jobless youth, both rural and urban, who are most in need, such as those not in education or in employment.

32. In many countries, income support for young jobseekers can be provided in conjunction with active labour market programmes (ALMPs) through a combination of unemployment insurance, unemployment assistance, employment guarantee schemes or other forms tailored to the specific situations of different groups, as foreseen within the social protection floor concept. Good practices demonstrate that conditionality, activation and mutual obligation can assist in achieving early exits from unemployment. Such schemes can be particularly effective for youth at risk of marginalization to keep them connected to the labour market.

The way forward

33. Governments should give serious consideration, as appropriate, to:

(a) Reviewing their labour market policies and programmes to ensure they contribute as effectively as possible to job creation for young people.

(b) Prioritizing active measures that provide effective assistance to young people and their potential employers to support entry into decent jobs.

(c) Allocating adequate resources to labour market policies, including public employment programmes (PEPs), as key instruments to promote youth employment.

(d) Integrating and sequencing various components of ALMPs targeting both demand and supply measures to ease transitions from school to work and to formality.

(e) Linking income support to active work search and participation in ALMPs.

(f) Facilitating job creation by securing a better match between demand and supply of work through the development of efficient employment services.

(g) Enhancing strategies for the transition to formality.

(h) Consolidating and coordinating the delivery of services to better integrate labour market and social protection measures.

(i) Providing social protection to first-time jobseekers.

(j) Promoting employment-intensive investment strategies.

(k) Consulting and involving the social partners in the design, implementation and monitoring of labour market policies.

(l) Focusing on rural youth as a priority group through targeted development policies and programmes.

(m) Establishing and strengthening monitoring and evaluation mechanisms to measure impact and improve policy instruments.

34. The social partners should give serious consideration, as appropriate, to:

(a) Actively participating in the design, implementation, monitoring and improvement of labour market policies and programmes.

(b) Working closely with the government to enhance the effectiveness of employment services to ensure they improve decent employment opportunities for young jobseekers where they are being created.

(c) Promoting the benefits of offering employment and training opportunities to disadvantaged young people.

(d) Engaging with governments in the development of public investment and infrastructure programmes.

(e) Exploring avenues for creative and innovative opportunities to assist young people in their job search and access to education and training opportunities.

Youth entrepreneurship and self-employment

35. Youth entrepreneurship can be a pathway to decent work and sustainable enterprise for some young people and should be a component of national efforts to address the youth employment crisis. Promotion of entrepreneurship encompasses a range of activities in the for-profit and not-for-profit sectors, including private business development, self-employment, social enterprises and cooperatives.

36. Different types of assistance will be appropriate to meet the special challenges faced by young aspiring entrepreneurs, including in both rural and urban areas, taking into account that they may be driven by opportunity or by need.

37. An enabling environment for starting and successfully operating a business is essential. Young entrepreneurs face the same challenging business environment as other entrepreneurs. An enabling business environment which helps businesses, cooperatives and social enterprises to thrive can assist in the success of such enterprises that are owned and run by young people. Access to, and the cost of, finance for micro-, small and medium-sized enterprises has deteriorated since the financial crisis and young entrepreneurs are often the least able to access this restricted financing. A critical challenge is to create an enabling business environment for young entrepreneurs.

38. There are a number of ingredients that go to making youth entrepreneurship programmes successful:

- They are more effective when they are designed and implemented in partnership with the private sector. Many employers and their organizations have the capacity, experience and rapport with young people to significantly contribute to programme delivery.

- Integrated packages of efforts can also contribute to the effectiveness of youth entrepreneurship initiatives.

- Embedding entrepreneurship curricula at an early age can be an effective way of promoting entrepreneurship.

- Cooperatives and the social economy can also provide opportunities for youth to create their own enterprises and gain self-employment.

39. There is recognition that rigorous monitoring and evaluation of the programmes are needed to review their effectiveness. The key performance indicators should be the sustainability of the start-up, the level of income generated, the number of jobs created and their quality.

The way forward

40. Governments should give serious consideration, as appropriate, to:

(a) The role of national strategies, coordination and oversight to ensure that youth entrepreneurship initiatives are complementary and effective.

(b) Ensuring that there is an enabling environment, [1] including for small and micro-enterprises, cooperatives and the social economy, that supports youth entrepreneurship, taking care that there is no disguised employment.

(c) Promoting youth entrepreneurship, especially for young women and other vulnerable groups of young people.

(d) Improving access to finance for the operation of sustainable youth enterprises, in particular micro-, small and medium-sized enterprises, cooperatives and social enterprises. This may include subsidizing credit, guaranteeing loans and supporting microcredit initiatives.

(e) Facilitating access by micro-enterprises to public procurement, in line with the provisions of the Labour Clauses (Public Contracts) Convention, 1949 (No. 94), where ratified.

(f) Taking action to facilitate the transition of young entrepreneurs in the informal sector from informality to formality, including by promoting and supporting compliance with national labour legislation.

(g) Embedding entrepreneurship curricula at an early age and in secondary and tertiary schools as an effective way of improving attitudes towards entrepreneurship. Information about cooperatives should also be introduced to students within national curricula, in line with the Promotion of Cooperatives Recommendation, 2002 (No. 193).

(h) Establishing and strengthening monitoring and evaluation mechanisms to measure impact and to improve policy instruments.

41. Employers' organizations should give serious consideration, as appropriate, to:

(a) Entering into partnerships with governments to promote and support youth entrepreneurship.

(b) Engaging with governments in the design and delivery of youth entrepreneurship programmes.

(c) Contributing policy and commercial input into renewed and innovative measures to ensure young entrepreneurs have access to finance necessary to start and expand businesses.

[1] As outlined in the 2007 ILC Conclusions concerning the promotion of sustainable enterprises.

(d) Providing and facilitating mentoring and other support to young entrepreneurs.

(e) Promoting young entrepreneurs' networks within their organizations.

Rights for young people

42. International labour standards play an important role in protecting the rights of young workers.

43. The 2005 resolution contained an appendix listing international labour standards relevant to work and young persons. International labour standards adopted since 2005 may also be relevant in member States (see updated list in appendix).

44. The 2005 ILC resolution also recognized that labour laws and, where they exist, collective agreements, should apply to all young workers, including those currently lacking protection because of disguised employment relationships.

45. Young people continue to suffer disproportionately from decent work deficits and low-quality jobs measured in terms of working poverty, low pay and/or employment status, and exposure to occupational hazards and injury. Increasingly, young workers may lack options in the formal sector to move to full-time employment from part-time, temporary, casual or seasonal employment. In the informal economy, young people frequently work under poor conditions in both urban and rural areas.

46. Tackling youth unemployment should not disregard and weaken the protection to which young workers are entitled. Reflecting the universal strong support to core international labour standards, policies facilitating access to jobs should not lead to discrimination at work. Young workers have the same rights as all other workers. Youth employment policies should also encourage the transition from temporary to stable jobs.

47. Recent national experience demonstrates that, during economic downturns, well-designed and targeted wage subsidies can facilitate the entry of young workers into the labour market and moderate the depreciation of skills. However, proper monitoring and supervision are required to prevent these measures from being abused. The effectiveness of these policy measures which ensure minimum conditions for young workers depends on other wage-related policies including wage systems. Minimum wages can be effective in preventing abusive and discriminatory pay practices and improving the purchasing power of young workers. Social dialogue at the national level is essential in developing a coherent and consistent wage-policy framework which offers adequate protection and improves employment prospects for young workers. More generally, collective agreements should be extended to young workers.

The way forward

48. Governments should give serious consideration, as appropriate, to:

(a) Adopting a rights-based approach to youth employment.

(b) Ensuring young people receive equal treatment and are afforded rights at work.

(c) Committing to develop youth employment policies, consistent with their national obligations and taking into account international labour standards.

(d) Ensuring that labour laws and collective agreements are effectively enforced by labour inspectorates or other relevant bodies, which should target non-compliant

practices in youth employment, including in the informal economy, through strong and appropriate sanctions.

(e) Developing and implementing mechanisms that apply adequate protection, including social protection, for all young workers to facilitate transitions into stable employment and decent work.

(f) Promoting and protecting young workers' rights to organize and to bargain collectively.

(g) Targeting occupational safety and health promotion and training to young workers, including pre-employment and induction training.

(h) Ensuring that minimum wages set either by law or collective agreement for young workers are observed.

(i) Developing a coherent and consistent wage-policy framework in consultation with the social partners.

(j) Designing, monitoring and properly supervising policy measures such as wage subsidies to guarantee that they are time bound, targeted and not abused. Linking these policies to skills transfer training is also important.

(k) Embedding workers' rights in curricula at an early age and in secondary and tertiary schools as an effective way of improving attitudes towards workers' rights.

(l) Establishing and strengthening monitoring and evaluation mechanisms to measure impact and to improve policy instruments.

49. Employers' organizations should give serious consideration, as appropriate, to, and workers' organizations should:

(a) Promote and encourage the greater participation and representation of young people in their organizations and increase their voice in social dialogue.

(b) Raise awareness of their members about young workers' rights, including by using new technologies and social media.

(c) Actively participate in the implementation of young workers' rights.

ILO action

50. The ILO has an important role to play in providing global leadership and acting as a centre of excellence on youth employment. It must support action by governments, social partners and the multilateral system to address the youth employment crisis and promote decent work for youth at national, regional and global levels. The ILO has a sound foundation for this vital global task through its 2005 resolution and the shared input and experience of governments, employers and workers in 2012. These conclusions build on the 2005 ILC resolution recognizing the impact of the global economic crisis and the major challenge this represents. This set of conclusions should be pursued, mindful of the existing 2005 action plan, and expanded in the areas of knowledge development and dissemination, technical assistance, partnerships and advocacy for decent work for youth.

51. The ILO should enhance its capacity in the following five themes of the conclusions: (i) employment and economic policies; (ii) employability; (iii) labour market policies; (iv) entrepreneurship; and (v) rights at work. The ILO should make efforts to improve

coordination among its programmes addressing youth employment, including technical cooperation activities. ILO activities promoting youth employment should be subject to rigorous monitoring and evaluation to ensure approaches are cost-effective and provide a positive impact. They should be set against measurable targets and indicators. The recurrent item discussion on employment at the 2014 ILC should also include a focus on youth employment.

1. Knowledge development and dissemination

52. The ILO should strengthen its work on knowledge development and dissemination of information on youth employment in the following areas:

- ***Employment trends:*** collect, analyse and disseminate data and information on youth labour market trends, including on wages, conditions of work, different contractual arrangements for young people, skills mismatches and school-to-work transition.
- ***Emerging issues:*** conduct research on emerging topics, including policies and interventions that provide work experience and combine systems of learning and work, reduce informality and improve quality of jobs, address the particular vulnerabilities of groups of young people, including migrants, and provide social protection to young workers.
- ***Macroeconomic and industrial policies:*** expand technical capacity to assess the employment impact of macroeconomic and industrial policies.
- ***Youth employment policies and programmes:*** collect information on and analyse the effectiveness of country policies and programmes, including through voluntary multi-country peer reviews, and disseminate findings through global databases and other means.
- ***Evaluation:*** conduct evaluations and distil lessons of effective interventions promoting decent work for young people. Special focus should be placed on the evaluation of youth entrepreneurship and self-employment programmes.
- ***Good practice:*** establish mechanisms to review and disseminate good practices on youth employment interventions, including through mutual learning and South–South cooperation.

2. Technical assistance

53. The ILO should continue to assist member States in assigning priority to youth employment through the development and implementation of the policies included in the 2005 ILC resolution and these conclusions, including through Decent Work Country Programmes. Based on available resources, technical assistance should be provided in the following areas:

- Integration of youth employment priorities into ***national development frameworks and employment policy*** as well as better complementarity of labour market and social protection policies. The ILO should also provide, upon countries' request, macroeconomic policy options that favour employment creation.
- Development of ***national action plans*** that are integrated and time bound and supported by dedicated human and financial resources.
- Systematic collection of age and gender-disaggregated ***labour market information.***

- ***Development of profiling systems*** to improve targeting and cost-effectiveness of employment programmes and services for disadvantaged youth.

- ***Public investment and employment programmes*** that assign priority to youth employment.

- ***Skills development systems*** that strengthen the links between training provision and labour market requirements.

- ***Comprehensive labour market programmes*** targeting young people, with a special focus on disadvantaged youth.

- ***Entrepreneurship, cooperatives and social enterprises development***, including education, access to financial and other services, and mentorships.

- ***Public employment services*** tailored to the needs of young people and to extend outreach to youth living in rural areas, including through partnerships between employment offices and municipal authorities, the social partners, social services, private employment services, where they exist, and civil society organizations.

- ***Capacity building and tools development*** to strengthen monitoring and evaluation functions of government institutions with a view to assessing impact and informing the development of evidence-based youth employment measures.

3. Partnerships and advocacy

54. The ILO should continue to play a leading role and partner with other international entities, globally, especially from the multilateral system, regionally and locally, to use all means of action to promote and advocate for decent and productive work for youth, and avert a lost generation.

- ***Global leadership on youth employment.*** The ILO should provide global leadership in the promotion of decent work for youth. In this respect, it should establish strategic alliances and partnerships to place youth employment at the centre of the global development agenda, including by advocating that specific youth employment targets are defined in the post-2015 MDG framework. The ILO should: (i) promote policy dialogue and foster coherence on youth employment issues; (ii) conduct action-oriented research and knowledge sharing; (iii) provide technical assistance to member States and promote specific and innovative partnerships for delivery of cost-effective interventions; and (iv) promote alignment and coordination of employment policies of the United Nations and other multilateral institutions.

- ***Regional and national partnerships.*** The ILO should continue to engage in the promotion of regional and national partnerships for youth employment, including in rural areas. These partnerships should include the involvement of youth networks of employers' and workers' organizations and may also incorporate other representative organizations of young people that are active in the promotion of decent work for youth at regional and national levels.

- ***Advocacy.*** The ILO should raise awareness among young people on international labour standards and rights at work, employability and youth entrepreneurship, including through the establishment of networks for decent work for youth, use of social media and other outreach modalities. It should also monitor and report on rights for young workers globally.

Resource mobilization

55. In order to respond to increased demand for technical assistance, the ILO should develop a resource mobilization strategy to expand its technical cooperation activities in support of youth employment priorities of Decent Work Country Programmes as well as for regional and global initiatives. This strategy should specify the role that partnerships can play in mobilizing resources, from multiple sources, to address the youth employment crisis.

Appendix

International labour standards relevant to work and young persons

In addition to the Conventions on fundamental principles and rights at work and their related Recommendations – the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); the Right to Organise and Collective Bargaining Convention, 1949 (No. 98); the Forced Labour Convention, 1930 (No. 29); the Forced Labour (Indirect Compulsion) Recommendation, 1930 (No. 35); the Abolition of Forced Labour Convention, 1957 (No. 105); the Equal Remuneration Convention, 1951 (No. 100), and Recommendation, 1951 (No. 90); the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and Recommendation, 1958 (No. 111); the Minimum Age Convention, 1973 (No. 138), and Recommendation, 1973 (No. 146); the Worst Forms of Child Labour Convention, 1999 (No. 182), and Recommendation, 1999 (No. 190) – and to the priority Conventions on employment and labour inspection and their related Recommendations – the Employment Policy Convention, 1964 (No. 122), and Recommendation, 1964 (No. 122); the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169); the Labour Inspection Convention, 1947 (No. 81), and its Protocol of 1995; the Labour Inspection Recommendation, 1947 (No. 81); the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and Recommendation, 1969 (No. 133) – these instruments include in particular: the Employment Service Convention, 1948 (No. 88), and Recommendation, 1948 (No. 83); the Labour Administration Convention, 1978 (No. 150), and Recommendation, 1978 (No. 158); the Private Employment Agencies Convention, 1997 (No. 181), and Recommendation, 1997 (No. 188); the Human Resources Development Convention, 1975 (No. 142), and Recommendation, 2004 (No. 195); the Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189); the Part-Time Work Convention, 1994 (No. 175), and Recommendation, 1994 (No. 182); the Promotion of Cooperatives Recommendation, 2002 (No. 193); the Workers' Representatives Convention, 1971 (No. 135), and Recommendation, 1971 (No. 143); the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), and Recommendation, 1983 (No. 168); the Migration for Employment Convention (Revised), 1949 (No. 97), and Recommendation (Revised), 1949 (No. 86); the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and the Migrant Workers Recommendation, 1975 (No. 151); the Indigenous and Tribal Peoples Convention, 1989 (No. 169); the Occupational Safety and Health Convention, 1981 (No. 155), and its Protocol of 2002; the Occupational Safety and Health Recommendation, 1981 (No. 164); the Safety and Health in Agriculture Convention, 2001 (No. 184), and Recommendation, 2001 (No. 192); the Maternity Protection Convention, 2000 (No. 183), and Recommendation, 2000 (No. 191); the Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77); the Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78); the Medical Examination of Young Persons Recommendation, 1946 (No. 79); the Protection of Wages Convention, 1949 (No. 95), and Recommendation, 1949 (No. 85); the Minimum Wage Fixing Convention, 1970 (No. 131), and Recommendation, 1970 (No. 135); the Social Security (Minimum Standards) Convention, 1952 (No. 102); the Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168), and Recommendation, 1988 (No. 176); the Hours of Work (Industry) Convention, 1919 (No. 1), and the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30); the Night Work Convention, 1990 (No. 171), and Recommendation, 1990 (No. 178); the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) and Recommendation, 2006 (No. 197); the Domestic Workers Convention, 2011, (No. 189) and Recommendation, 2011 (No. 201); the Employment Relationship Recommendation, 2006 (No. 198); the HIV and AIDS Recommendation, 2010 (No. 200).